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AGREEMENT

THIS AGREEMENT, made this 2nd day of July, 1981,
Long Beach Township
 between the TOWNSHIP OF LONG BEACH, hereinafter referred to as
 "TOWNSHIP" or "EMPLOYER", and the POLICEMEN'S BENEVOLENT ASSOCI-
ATION, INC., hereinafter referred to as "P.B.A.",

WITNESSETH:

WHEREAS, the parties have carried on collective bargaining
 for the purpose of developing a contract covering wages, hours
 of work and other conditions of employment;

NOW THEREFORE, in consideration of the mutual promises and
 covenants herein contained, the parties hereto agree as follows:

LIBRARY
 Institute of Management and
 Labor Relations

ARTICLE I

SEP 22 1981

RECOGNITION

RUTGERS UNIVERSITY

The Employer hereby recognizes the Policemen's Benevolent
 Association, Inc. as the exclusive representative for all
 Patrolmen and Sergeants in its Police Department in Long Beach
 Township, New Jersey, but excluding the Chief of Police, Captain
 and Lieutenants.

ARTICLE II
GRIEVANCE PROCEDURE

Section 1.

To provide for the expeditious and mutually satisfactory settlement of grievances arising with respect to the interpretation or application of this Agreement only, the following procedures shall be followed:

Step 1. An officer with a grievance shall first discuss it with his immediate supervisor, either directly or through the P.B.A.'s designated representative, for the purpose of resolving the matter informally.

Step 2. If the aggrieved party is not satisfied with the disposition of his grievance at Step 1, or if no decision has been rendered within five (5) working days after presentation of that grievance at Step 1, he may file a written grievance with Chief of Police or, in his absence, a representative designated by him. A meeting, on the written grievance shall be held within five (5) working days of the filing of the written grievance, between the Chief of Police or his designated representative and the aggrieved party. A decision thereon shall be rendered in writing by the Chief of Police within five (5) working days after the holding of such meeting. The grievance shall be filed within fifteen (15) working days of the aggrieved parties step 1 complaint.

Step 3. If the aggrieved party is not satisfied with the disposition of his grievance at Step 2, or if no written decision has been rendered within five (5) working days after the presentation of that grievance

at Step 2, the matter may be referred by the P.B.A., by its designated representative, to the Board of Commissioners. A meeting on the grievance shall be held between the P.B.A. and the Board of Commissioners at which meeting the parties may be represented. Said meeting shall not be held publicly unless the parties so agree in writing. The Board of Commissioners shall render a final written decision within fifteen (15) working days of the date of the meeting. The grievance shall be filed within twenty (20) working days of the filing of the Step 2 grievance.

Step 4. In the event that the aggrieved person is not satisfied with the decision of the Board of Commissioners, the aggrieved person or the P.B.A., if the P.B.A. on his behalf determines that the grievance is meritorious, has fifteen (15) calendar days in which to request arbitration.

A. The Arbitrator shall be selected in accordance with the rules and regulations of the American Arbitration Association or P.E.R.C.

B. The Arbitrator's decision shall be in writing and shall be issued not later than thirty (30) calendar days after the close of the Arbitration Hearing. The decision shall set forth the Arbitrator's finding of fact, reasons and conclusions on the issue or issues submitted.

C. The costs of the services of the Arbitrator shall be borne by the losing party. All other expenses incidental to and arising out of the Arbitration shall be paid by the party incurring same.

D. The decision of the Arbitrator shall be binding on all parties.

E. A grievance affecting a group of employees under Article I may be submitted by the P.B.A. on behalf of said named group at Step 3 of the grievance procedure.

Section 2.

The time limits specified in the grievance procedure shall be construed as maximum. However, these may be extended upon mutual written agreement between the parties.

Section 3.

A grievance must be presented at Step 1 within thirty (30) days from the date of occurrence of the facts that give rise to the grievance. If it is not presented within the aforesaid time period, it shall be deemed waived by the party and the P.B.A.

Section 4.

Any employee may be represented at all stages of the grievance procedure by himself or, at his option, by a representative selected or approved by the P.B.A. When an employee is not represented by the P.B.A., the P.B.A. shall have the right to be present and state its views at all stages of the grievance procedure.

Section 5.

Disciplinary Proceedings shall not be subject to the grievance procedure herein contained but shall be subject to civil service statutes and regulations.

ARTICLE III
MEMBER'S RIGHTS

Section 1.

There shall be no discrimination, interference or coercion by the Employer or any of its agents against the employees represented by the P.B.A. because of membership or activity in the P.B.A. The P.B.A. or any of its agents shall not intimidate or coerce employees into membership. Neither the Employer nor the P.B.A. shall discriminate against any employee because of race, creed, color, age, sex or national origin.

Section 2.

- A. Collective Rights. The Township hereby agrees that every Police department employee of the Township shall have the right freely to organize, join and support the P.B.A. and its affiliates or other Police fraternal organizations and their affiliates for the purpose of engaging in collective negotiations for mutual aid and protection.
- B. Just Cause Provision. No member shall be discharged, disciplined, reprimanded, reduced in rank or compensation, or deprived of any professional advantage, or given an adverse evaluation of his professional service without just cause.
- C. Required Meetings or Hearings. Whenever any member is required to appear before the Township governing body concerning any matter which could adversely affect the continuation of that member in his office, position or employment or the salary or any increments pertaining thereto, then he shall be given prior written notice of the reasons for such meeting or interview and shall

be entitled to have a representative of the P.B.A. present to advise him and represent him during such meeting or interview should he so desire.

D. Criticism of Patrolmen. Any question or criticism prior to filing written charges, by a supervisor, administrator, Township commissioner, or any person, of a patrolman or his methodology shall be made in confidence and not in the presence of other patrolmen, or at public gatherings of the town. All complaints shall be brought promptly to the attention of the patrolmen so as to allow the patrolmen the opportunity to respond to the complaint.

ARTICLE IV

LABOR DISPUTES - PICKETING

Employer recognizes the inalienable right of the members of the bargaining unit to picket, in order to dramatize to members of the public any grievance which they may have and to secure the support of the members of the general public to their position in any negotiations or bargaining being conducted with the employer. The P.B.A. does, however, recognize that indiscriminate picketing has an adverse effect not only on Long Beach Township but on other municipalities on Long Beach Island as well.

Picketing by members of the P.B.A. shall be permitted but shall be confined and limited, however, to real estate owned by employer in fee. Streets shall not be utilized for picketing purposes. Streets shall not have signs placed thereon nor cars parked thereon by members of the P.B.A., within 1000 feet of any picketing location, at any time during the picketing process.

A willful violation of this provision by any member of the department may be grounds for disciplinary charges and also may be considered a breach of this contract.

ARTICLE V

SALARIES

Effective January 1, 1981, through December 31, 1982, the salary schedule for all officers recognized as being represented by the P.B.A. shall be as set forth in Schedule A & B which are attached hereto and made a part hereof. The said scheduled reflect a 9.0% salary increase for 1981 over 1980 and an additional 9.0% salary increase for 1982 over 1981.

ARTICLE VI

LONGEVITY

Each employee represented by this contract shall be paid in addition to and together with his annual base salary as listed in Schedule A hereof, additional compensation based upon the length of his or her services as fixed and determined according to the following schedule:

<u>YEARS OF SERVICE</u>	<u>PAYMENT OF ANNUAL BASE SALARY</u>
Upon completion of 3 years	2%
Each year thereafter	$\frac{1}{2}\%$
Maximum	8%

Longevity pay shall be applied on the basis of the employees' anniversary date of employment and shall commence at the adjusted rate the pay period following said anniversary date. Longevity shall be paid together with and in addition to the employee's base salary.

ARTICLE VII

DUES CHECK-OFF

The Township will deduct the monthly P.B.A. dues, from each employee who furnishes to the Township a written authorization for such deduction in a form acceptable to the Township. Funds so deducted shall be paid over to the P.B.A. on a monthly basis within thirty (30) days of the end of the month, together with a statement showing from whom the dues were collected and the amounts thereof.

ARTICLE VIII

COLLEGE INCENTIVE PROGRAM

The Township agrees that the amount and quality of an employee's education often determines the value of his contribution to the community and the degree of proficiency with which he performs his duties. In order to provide an incentive to encourage the employees to achieve the advantages of higher education, the Township agrees that each employee who receives academic credits for study in any institution of collegiate level which offers a college curriculum leading to or accreditable toward an undergraduate baccalaureate, associate or graduate degree in law enforcement or other related curriculum shall be paid a college allowance according to the following schedule:

<u>COMPENSATION PER ANNUM</u>	<u>1981 & 1982</u>
Associate Degree or 64 credits	\$500.00
Baccalaureate Degree	\$1,000.00

Employees shall be entitled to additional compensation for college credits obtained at the rate of \$5.00 per credit per annum or the amount allowed for an Associate or Baccalaureate

Degree, whichever amount is greater; however, not to exceed \$1,000.00 per annum. Such additional college incentive program compensation shall be added to and become part of the officer's annual salary, commencing the pay period next following production of evidence or proof of completion of said credits or degree.

ARTICLE IX

HOURS OF WORK AND OVERTIME

The guidelines for the work schedule as presently constituted and incorporated herein as Schedule C, shall be maintained for the life of this Agreement and overtime shall be paid in accordance with the law in such case made and provided. The officers shall be paid time and one-half of annual salary when required to perform duties which take time in excess of normal work schedule or for work performed in excess of their regular scheduled work time, all in accordance with the law in such case made and provided. Paid overtime shall be paid for regular duties as well as for range, classes and meetings, but shall not be paid when the officer is in regularly scheduled training programs outside the limits of Long Beach Township. Such overtime shall be not less than two hours per range session, class or meeting. Time spent for such training shall be compensated by an equal amount of time off (compensatory) time off). An officer will not be required to attend a departmental meeting, range, classes, etc. when meeting is on the same day as regularly scheduled day off.

Overtime shall be paid to each officer by separate check on the payday next following the pay period in which the overtime pay was accrued. At the option of the officer, compensatory time off in lieu of time and a half overtime may

be taken. If compensatory time off is taken, it shall be at the rate of one hour of time off for every hour worked.

Overtime work, when necessary, shall first be offered to regular members of the Police Department on an equitable and rotating basis, commencing with senior patrolmen.

If an employee is called to work for an emergency situation or to cover for another employee who is absent, said employee shall receive a guarantee of not less than four (4) hours work, notwithstanding the fact that the actual work performed may be less than provided by this guarantee. This minimum shall not apply to overtime worked at either end of a regularly scheduled shift.

Where the work schedule is required to be changed or amended as the need may arise, the work schedule, that is to say the work schedule for the entire department, shall not be changed nor modified without forty-five (45) days advance notice in writing to all members of the department. The guidelines for the work schedule or the work schedule as set forth in Schedule C may be changed immediately in cases of emergency in accordance with New Jersey statutes and the New Jersey Administrative Code.

ARTICLE X

HIGHER CLASSIFICATION PAY ADJUSTMENT

In the event an employee is assigned to perform work in a classification higher than his title, he shall receive 110% of his salary for the time spent in the higher classification work. If the employee is required to work in a lower job classification than his regular title, no adjustment shall be made to his regular pay.

ARTICLE XI

VACATIONS

The Township's vacation plan shall be as set forth below:

- A. During the first year of service, one day for each month of completed services.
- B. After one year, fifteen days.
- C. After three years, sixteen days.
- D. After six years, seventeen days.
- E. After nine years, eighteen days.
- F. After twelve years, nineteen days.
- G. After fifteen years, twenty days.
- H. After eighteen years, twenty-two days.
- I. After twenty years, twenty-four days.
- J. The annual vacation allowance for all employees shall be determined as of January 1st of any year. Permanent part-time employees shall receive vacation credit allowance on a proportionate basis.
- K. Employees who wish may carry their earned vacation from the year before into the following year. Such earned vacation may not be carried more than one year.
- L. Peak Time Scheduling: It is recognized that the summer months of employment are the peak work time of the Township. During this period of time vacations shall be scheduled with the approval of the Chief and the employee's immediate supervisor in such a fashion so that the Department shall have sufficient men available to perform its functions.

ARTICLE XII

PERSONAL LEAVE

Each employee shall be eligible for three (3) days personal leave, which may be used for personal business, with the per-

mission of their immediate supervisor. Personal leave time shall not be accumulated. An employee shall notify his supervisor not less than 4 hours before his scheduled shift. If the shift is not short any member, the leave shall be granted. If an employee requests personal time with less than 4 hours advance notice, it may be granted by the Chief, Captain or a Lieutenant if the shift is not short any member. The grant or denial of such short requested leave time shall be in the sole discretion of the Chief, Captain or Lieutenant to whom the request may be made, however, all best efforts shall be made by the Chief, Captain and Lieutenant to accommodate such late request. If the employee makes the request for the personal day leave 48 hours before the shift is to begin, then the supervisor shall obtain a replacement in advance and the leave will not be denied unless an emergency situation exists. The Chief of Police shall make the determination of what constitutes an "emergency situation." No more than one personal day per shift on a 1st serve basis shall be permitted.

ARTICLE XIII

SHIFT DIFFERENTIAL PERSONAL DAY

Each employee employed on shift work or who is required to work other than normal daytime hours shall be entitled to an additional personal day leave. Personal day leave requests shall be the same as provided in Article XI.

ARTICLE XIV

SICK LEAVE

A. Sick leave shall accumulate at the rate of one and one-quarter ($1\frac{1}{4}$) days per month in the first year of service,

commencing on the first month or major portion thereof from the date of hire. It is assumed the employee shall remain in the service of the Township for the remainder of the calendar year and the total number of sick days, pro-rated, shall be credited to the employee. If separation occurs before the end of the year and more sick leave has been taken than appropriated on a pro-rated basis, the per diem rate of pay for the excess days shall be deducted from the final pay. Sick leave shall accumulate from year to year with an additional fifteen (15) days credited to the employee at the beginning of each successive calendar year. Days lost due to injury or illness arising out of or caused by Township employment for which the employee has a claim for workmen's compensation shall not be charged to sick leave. Paid holidays occurring during a period of sick leave shall not be chargeable to sick leave.

B. Upon retirement, employees shall be paid by the Township for sixty percent (60%) of all unused sick leave which they have accumulated. The maximum amount paid for unused sick leave shall be \$12,000.00. Unused sick leave shall be paid within sixty days of retirement.

C. If a member is disabled in the performance of his duty, he shall receive full pay until he returns to duty or until he is retired or placed on permanent disability status.

D. Work loss due to injury or illness possibly arising out of the performance of duties shall not be chargeable to sick leave until and unless the employee's workmen's compensation claim is denied.

ARTICLE XV

HOLIDAYS

The following list of days shall constitute the paid holiday schedule for the term of this Agreement:

LAW OFFICES
SHACKLETON, HAZELTINE
AND DASTI
22ND ST AND LONG BEACH BLVD.
SEAP BOTTOM, N. J. 08008

1. New Years Day
2. Martin Luther King Day
3. Lincoln's Birthday
4. Washington's Birthday
5. Good Friday
6. Memorial Day
7. Independence Day
8. Labor Day
9. Columbus Day
10. Veterans Day
11. Election Day
12. Thanksgiving Day
13. Christmas Day

Commencing with the 1981 term of this contract, holiday pay shall be at time and one-half rate.

ARTICLE XVI

BEREAVEMENT LEAVE

Bereavement Leave of five (5) days per death of an immediate relative of an employee shall be granted provided the decedent is a spouse, mother, father, grandmother, grandfather, sister, brother, child or stepchild, or any other dependent residing with employee, or spouse's mother, father, sister, brother, child, stepchild, grandmother or grandfather. Such bereavement leave is with pay and is not chargeable against vacation, personal or sick leave time. Where a common disaster results in the death of more than one such relative within forty-eight hours no more than ten days Bereavement leave shall be granted. Bereavement leave of one (1) day shall be granted to attend the funeral of a deceased aunt or uncle.

ARTICLE XVII

UNIFORMS

The present uniform supply policy of the Township shall be as follows:

A. Uniformed officers shall be provided their uniforms and equipment required, which uniform and equipment shall be replaced as required and as approved by the Chief.

B. Plain clothes detectives shall have an annual allowance of \$400.00, which funds shall be used to provide clothing necessary for the performance of their duties.

C. Uniforms shall be cleaned at the expense of the Township by delivery to dry cleaning establishments designated by the Department.

ARTICLE XVIII

MEDICAL EXAMINATION AND BENEFITS

Each employee shall be entitled to a medical examination by the medical officer employed by the Employer once a year, such examination to include X-rays and blood tests. A copy of the medical report from the physician shall be delivered to each member.

The Township recognizes that police officers, as a result of the nature of their duties, are subject to physical and emotional demands which frequently cause medical problems and nervous disorders are considered job related injuries for the purposes of workmen's compensation claims and other medical benefits.

It is further understood that, if an officer is injured on his way to work or on returning from work, such injury will be considered job related for the purposes of workmen's compensation or other medical benefits.

The Township will contribute fifty (\$50.00) dollars per year toward dental expense of an employee. The dental expense shall be paid with the first December pay check upon presentation or dental bills. This provision shall become effective in 1981.

ARTICLE XIX

LEGAL AID

The Employer will provide legal aid to all personnel covered by this Agreement pursuant to the provisions of existing statutes while acting in his capacity as a member of the department. Legal aid shall not be provided when the member is defending a disciplinary action taken by Employer and the finding is adverse to the member.

ARTICLE XX

GRADES

Grades shall be established as follows:

Provisional.....	Until Graduation Academy
Probationary.....	12 months in service after Academy Graduation
3rd Class, 1st day, 13th month.....	24 months in service after Academy Graduation
2nd Class, 1st day, 25th month.....	36 months in service after Academy Graduation
1st Class, 1st day, 37th month.....	after academy Graduation

ARTICLE XXI

MANAGEMENT RIGHTS

The P.B.A. recognizes that there are certain functions, responsibilities and management rights exclusively reserved to the Employer. All of the rights, power and authority possessed by the Employer prior to the signing of this Agreement are retained exclusively by the Employer subject to such limitations as are specifically provided in this Agreement only. The use of the work schedule shall not be construed as a waiver of the

employer to decide on the "shift" of all patrolmen. It is agreed that decisions on shifts are solely reserved to the Employer. This Agreement is subject to existing rules and regulations. The Chief may not, under power granted in him of virtue of his office, modify the terms of this contract. Any member of the department against whom a disciplinary proceeding is to be brought, shall be notified in writing of the charges to be levied.

ARTICLE XXII

SAVINGS CLAUSE

In the event that any federal or state legislation or government regulation, including Internal Revenue Service, or Court decision, causes invalidation of any Article or Section of this Agreement, all other Articles and Sections not so invalidated shall remain in full force and effect, and the parties shall comply and renegotiate concerning any such invalidated provisions.

ARTICLE XXIII

RETENTION OF BENEFITS

Except as otherwise provided herein, all benefits which employees have heretofore enjoyed and are presently enjoying shall be maintained and continued by the Township during the term of this Agreement.

It is specifically understood that the exclusive representative herein waives none of its statutory rights, especially those contained in N.J.S.A. 34:13A-5.1 et seq. The employer agrees to grant, pursuant to N.J.S.A. 11:26C-4, necessary time off with pay to the president and one other delegate to attend any State or National convention of the N.J.P.B.A. and one day per month with the prior approval of the Chief of Police to conduct P.B.A. business.

ARTICLE XXIV
AGENCY SHOP PROVISION

An Agency Shop provision, pursuant to New Jersey Statutes, requiring the 85% dues assessment, shall be made part of this Agreement. The P.B.A. shall hold harmless the municipality from any and all claims arising out of this Article.

ARTICLE XXV
DURATION

This Agreement shall become effective on January 1, 1981 and terminate on December 31, 1982. If either party desires to change this Agreement, it shall notify the other party in writing at least 30 days before the expiration of this Agreement of the proposed changes and their desire to terminate this Agreement. If notice is not given as herein stated, this Agreement shall automatically be renewed for another year.

The parties agree that this contract is for the year 1981 and 1982 and all terms and conditions recited herein are retroactive to January 1, 1981.

IN WITNESS WHEREOF, the parties have hereunto affixed their hands and seals the day and year first above written.

ATTEST:

Donald V. Halp

TOWNSHIP OF LONG BEACH

BY:

James J. Mancini

ATTEST:

Thomas J. Nelson

POLICEMAN'S BENEVOLENT
ASSOCIATION, INC.

BY:

James Jalkowski

SCHEDULE A

1981 BASE SALARY

Durante	\$20,679.61
Spiegelmyer	\$20,679.61
Snyder	\$20,679.61
Jacobson	\$20,679.61
Raylman	\$19,242.60
Maines	\$19,242.60
Curran	\$19,242.60
Ronde	\$19,242.60
Torrell	\$19,242.60
Rao	\$19,242.60
Flynn	\$19,242.60
Speicher	\$19,242.60
Peterson	\$19,242.60
Smagowicz	\$19,242.60
Bernhard	\$19,242.60
Falkowski	\$19,242.60
Nealon	\$19,242.60
Walton	\$19,242.60
Potter	\$19,242.60
Stack	\$17,866.34
Fay	\$17,866.34
Paolino	\$17,866.34
Spahr	\$14,500.00
Dunlap	\$14,500.00
Furlong	\$14,500.00

Longevity and college pay will be added to the base salary for resolution purposes for 1981 and 1982. Longevity and college pay is subject to change during the calendar year and for purposes of clarity the longevity and college pay is not listed herein.

SCHEDULE B

1982 BASE SALARY

Durante	\$22,540.77
Spiegelmyer	\$22,540.77
Snyder	\$22,540.77
Jacobson	\$22,540.77
Raylman	\$20,974.43
Maines	\$20,974.43
Curran	\$20,974.43
Ronde	\$20,974.43
Torrell	\$20,974.43
Rao	\$20,974.43
Flynn	\$20,974.43
Speicher	\$20,974.43
Peterson	\$20,974.43
Smagowicz	\$20,974.43
Bernhard	\$20,974.43
Falkowski	\$20,974.43
Nealon	\$20,974.43
Walton	\$20,974.43
Potter	\$20,974.43
Stack	\$20,974.43
Fay	\$20,974.43
Paolino	\$20,974.43
Spahr	\$18,226.44
Dunlap	\$18,226.44
Furlong	\$18,226.44

Longevity and college pay will be added to the base salary for resolution purposes for 1981 and 1982. Longevity and college pay is subject to change during the calendar year and for purposes of clarity the longevity and college pay is not listed herein.

SCHEDULE C

The workday for all members shall be eight (8) hours per day followed by sixteen (16) consecutive hours off.

The monthly schedule as presently constituted, is four (4) days on, two (2) days off, four (4) days on, one (1) day off, four (4) days on, two (2) days off. The P.B.A. recognizes the concept that the maximum number of work hours per year is based on 2,080 hours. As set forth in the body of the within Agreement, sick days, holidays, vacation days and the like reduce the actual hours worked per year. As a result of the schedule hereinabove set forth, each officer may owe the municipality up to three (3) days work per year depending on the date the new schedule is implemented.

In the event of any emergency or that the present complement of men as of January 1, 1981 is reduced the Township shall have the right to implement a new schedule while serving notice to the P.B.A. that the schedule has been modified and the P.B.A. shall notify the Township in writing of its intent to commence negotiations on this subject within ten (10) days of receipt of notice from the Municipality.

Scheduling will be a negotiated item at the expiration of the within Agreement.

LONG BEACH TOWNSHIP POLICE DEPARTMENT, BRANT BEACH, N. J. 08008

Patrol Division Schedule

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